

# NEWS

## DEPARTMENT OF LABOR BUREAU OF LABOR STATISTICS



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### **HIGHLIGHTS OF MEMPHIS, TN-AR-MS NATIONAL COMPENSATION SURVEY MARCH 2003**

Workers in the Memphis metropolitan area averaged \$16.17 per hour during March 2003, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Janet S. Rankin reported that white-collar workers averaged \$20.77 per hour and accounted for 46 percent of the workers in the area. Blue-collar employees averaged \$13.61 per hour and represented 33 percent of the workforce, while the remainder worked in service occupations and earned \$9.98 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 175 firms representing 257,000 workers in the Memphis metropolitan area, which includes Fayette, Shelby, and Tipton Counties in Tennessee; Crittenden County in Arkansas; and De Soto County in Mississippi. Eighty percent of those represented worked in private industry.

In the Memphis metropolitan area, average hourly wages were published for over 35 detailed occupations. (See table 1.) Among white-collar workers, registered nurses averaged \$21.64 per hour; licensed practical nurses, \$14.72; and cashiers, \$7.97. Blue-collar occupations included truck drivers earning \$16.25 per hour; industrial truck and tractor equipment operators at \$10.28; and groundskeepers and gardeners, except farm, at \$13.23. In the service occupations, police and detectives, public service, averaged \$19.41 per hour; cooks, \$10.15; and janitors and cleaners, \$9.30.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Memphis area averaged \$17.19 per hour and part-timers earned \$9.36. Union workers in blue-collar jobs averaged \$17.26 per hour, while their nonunion counterparts made \$12.66. Private industry workers at establishments employing 50-99 workers averaged \$12.97 per hour, while those in establishments with 500 or more employees earned \$17.03.

The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an

occupation based on knowledge, skill, independent judgement, supervision received, and other factors required on the job.

### **Survey Availability**

Complete survey results are contained in the Memphis, TN-AR-MS National Compensation Survey March 2003 (Bulletin 3115-60). While supplies last, single copies of the bulletin are available from the Atlanta Information Office by calling 404-331-3415. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/home.htm>. Select survey tables can also be obtained from the Bureau's fax-on-demand service in Atlanta by dialing 404-331-3403 and requesting document 9495.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Atlanta Information Office at 404-331-3415 from 9:30 a.m. to 3:30 p.m. ET.

**Table 1. Mean hourly earnings,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Memphis, TN-AR-MS, March 2003**

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$16.17	2.9	\$15.36	3.8	\$19.75	0.9
All excluding sales .....	15.98	2.6	15.03	3.4	19.86	.8
<b>White collar</b> .....	20.77	2.5	20.24	3.4	22.46	1.6
White collar excluding sales .....	21.06	2.7	20.45	3.8	22.68	1.2
<b>Professional specialty and technical</b> .....	24.96	3.2	24.37	5.5	25.89	2.3
Professional specialty .....	25.43	2.6	24.19	4.2	27.23	2.8
Engineers, architects, and surveyors .....	26.63	4.3	25.55	1.6	—	—
Mathematical and computer scientists .....	25.91	7.8	25.31	8.1	—	—
Computer systems analysts and scientists .....	25.91	7.8	25.31	8.1	—	—
Natural scientists .....	—	—	—	—	—	—
Health related .....	24.27	6.6	24.60	7.4	21.79	5.4
Registered nurses .....	21.64	4.3	21.45	4.7	22.99	6.5
Teachers, college and university .....	26.70	7.9	—	—	—	—
Teachers, except college and university .....	29.47	1.2	—	—	30.09	.4
Elementary school teachers .....	28.94	2.2	—	—	29.86	.1
Secondary school teachers .....	28.85	2.1	—	—	—	—
Librarians, archivists, and curators .....	—	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	13.56	4.2	—	—	13.39	3.6
Social workers .....	12.90	4.6	—	—	13.39	3.6
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	25.15	5.8	—	—	—	—
Technical .....	23.11	14.7	25.01	19.7	19.03	6.4
Clinical laboratory technologists and technicians	20.46	5.4	20.48	5.8	—	—
Licensed practical nurses .....	14.72	3.6	—	—	—	—
Health technologists and technicians, n.e.c. ....	14.10	7.5	—	—	—	—
<b>Executive, administrative, and managerial</b> .....	30.04	4.9	29.86	5.5	30.82	10.0
Executives, administrators, and managers .....	32.90	5.8	33.01	6.6	32.49	11.2
Financial managers .....	28.43	10.0	28.43	10.0	—	—
Managers, medicine and health .....	33.20	5.7	33.20	5.7	—	—
Managers and administrators, n.e.c. ....	37.25	9.2	37.75	9.4	—	—
Management related .....	22.80	8.0	22.83	8.9	—	—
Other financial officers .....	22.73	12.4	22.73	12.4	—	—
Management related, n.e.c. ....	21.56	12.8	21.56	12.8	—	—
<b>Sales</b> .....	18.99	22.6	19.27	22.6	—	—
Supervisors, sales .....	30.75	12.0	30.75	12.0	—	—
Cashiers .....	7.97	1.7	7.88	1.7	—	—
<b>Administrative support, including clerical</b> .....	12.88	2.3	13.25	2.5	11.21	3.8
Secretaries .....	14.66	2.4	15.05	2.0	12.55	2.4
Bookkeepers, accounting and auditing clerks .....	13.37	5.9	12.96	6.1	—	—
General office clerks .....	9.97	3.0	10.28	4.1	9.61	4.6
Teachers' aides .....	10.14	3.2	—	—	10.14	3.2
Administrative support, n.e.c. ....	13.19	6.6	13.51	9.6	—	—
<b>Blue collar</b> .....	13.61	3.9	13.35	4.2	17.35	9.6
<b>Precision production, craft, and repair</b> .....	18.63	6.0	18.34	6.4	20.95	16.8
Mechanics and repairers, n.e.c. ....	18.56	4.1	18.49	4.3	—	—
<b>Machine operators, assemblers, and inspectors</b> .....	12.13	3.9	11.94	3.6	—	—
<b>Transportation and material moving</b> .....	13.76	7.7	13.72	8.0	14.79	8.7
Truck drivers .....	16.25	7.8	16.34	8.0	—	—
Industrial truck and tractor equipment operators ..	10.28	8.4	10.15	8.3	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b>	9.99	4.2	9.80	4.5	12.60	4.1
Groundskeepers and gardeners, except farm .....	13.23	.8	—	—	13.23	.8
Stock handlers and baggers .....	9.14	11.4	9.14	11.4	—	—
Freight, stock, and material handlers, n.e.c. ....	11.20	4.6	11.20	4.6	—	—
Laborers, except construction, n.e.c. ....	9.86	11.4	9.86	11.8	—	—

See footnotes at end of table.

**Table 1. Mean hourly earnings,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Memphis, TN-AR-MS, March 2003 — Continued**

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Service .....</b>	\$9.98	3.8	\$7.91	3.3	\$15.27	7.3
Protective service .....	16.16	6.8	8.93	4.8	18.46	6.5
Supervisors, firefighters and fire prevention .....	20.90	12.5	—	—	20.90	12.5
Supervisors, police and detectives .....	22.85	2.0	—	—	22.85	2.0
Firefighting .....	15.25	1.1	—	—	15.25	1.1
Police and detectives, public service .....	19.41	1.6	—	—	19.41	1.6
Guards and police, except public service .....	9.00	4.5	8.93	4.8	—	—
Food service .....	7.60	4.5	7.25	5.3	11.41	8.4
Waiters, waitresses, and bartenders .....	2.92	18.8	2.92	18.8	—	—
Waiters and waitresses .....	2.26	4.3	2.26	4.3	—	—
Other food service .....	9.33	2.2	9.06	2.9	11.41	8.4
Cooks .....	10.15	4.8	10.08	5.6	—	—
Food preparation, n.e.c. ....	7.11	6.1	7.06	6.4	—	—
Health service .....	8.73	9.6	8.58	10.9	—	—
Health aides, except nursing .....	10.50	8.5	10.82	9.8	—	—
Nursing aides, orderlies and attendants .....	7.77	6.6	7.61	6.1	—	—
Cleaning and building service .....	9.03	4.8	8.75	6.2	9.64	6.0
Janitors and cleaners .....	9.30	4.2	9.10	5.7	9.64	6.0
Personal service .....	8.40	4.4	7.74	5.6	11.21	13.5
Baggage porters and bellhops .....	8.02	12.1	8.02	12.1	—	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

**Table 2. Selected worker characteristics: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> National Compensation Survey, Memphis, TN-AR-MS, March 2003**

Occupational group	Private industry and State and local government					
	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
	Mean					
<b>All occupations</b> .....	\$17.19	\$9.36	\$20.07	\$15.36	\$15.55	\$20.92
All excluding sales .....	16.87	9.67	20.27	15.06	15.69	—
<b>White collar</b> .....	21.93	11.28	27.61	19.76	20.20	23.84
White-collar excluding sales .....	21.86	13.08	29.58	19.82	21.20	—
Professional specialty and technical .....	25.35	17.57	32.99	22.65	24.76	—
Professional specialty .....	25.81	18.03	—	24.04	25.23	—
Technical .....	23.49	15.76	48.95	17.53	23.11	—
Executive, administrative, and managerial .....	30.01	—	—	30.04	30.63	27.25
Sales .....	22.43	6.84	16.12	19.42	13.03	34.30
Administrative support, including clerical .....	13.17	11.52	17.47	12.53	12.95	—
<b>Blue collar</b> .....	13.90	10.41	17.26	12.66	13.18	—
Precision production, craft, and repair .....	18.63	—	20.21	17.98	17.90	—
Machine operators, assemblers, and inspectors .....	12.13	—	16.12	10.62	12.15	—
Transportation and material moving .....	14.51	10.73	16.88	13.00	12.89	—
Handlers, equipment cleaners, helpers, and laborers .....	9.98	—	12.47	9.67	9.75	—
<b>Service</b> .....	11.13	6.83	14.32	8.79	9.98	—
	Relative error <sup>6</sup> (percent)					
<b>All occupations</b> .....	3.5	4.5	5.1	3.4	3.0	11.2
All excluding sales .....	3.0	4.5	5.3	2.7	3.2	—
<b>White collar</b> .....	2.7	8.4	8.5	3.3	3.5	14.8
White-collar excluding sales .....	3.1	5.2	9.3	3.4	3.7	—
Professional specialty and technical .....	3.1	7.2	9.4	2.5	3.6	—
Professional specialty .....	2.5	10.1	—	3.5	3.0	—
Technical .....	15.2	15.1	41.8	3.7	14.7	—
Executive, administrative, and managerial .....	4.9	—	—	4.9	6.4	7.1
Sales .....	17.4	4.9	6.6	25.1	6.6	10.0
Administrative support, including clerical .....	2.9	9.4	4.3	2.6	2.3	—
<b>Blue collar</b> .....	4.5	2.4	4.3	4.7	4.0	—
Precision production, craft, and repair .....	6.0	—	5.2	7.8	4.9	—
Machine operators, assemblers, and inspectors .....	3.9	—	4.8	4.9	4.0	—
Transportation and material moving .....	8.7	4.3	4.6	9.5	8.1	—
Handlers, equipment cleaners, helpers, and laborers .....	4.3	—	3.9	4.5	4.2	—
<b>Service</b> .....	4.2	10.4	7.9	5.2	3.8	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>5</sup> Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

<sup>6</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

**Table 3. Establishment employment size: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> private industry, National Compensation Survey, Memphis, TN-AR-MS, March 2003**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers <sup>3</sup>	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
<b>All occupations</b> .....	\$15.36	\$12.97	\$16.21	\$15.33	\$17.03
All excluding sales .....	15.03	12.86	15.83	14.49	17.05
<b>White collar</b> .....	20.24	17.86	20.64	20.46	20.78
White-collar excluding sales .....	20.45	18.79	20.72	19.66	21.43
Professional specialty and technical .....	24.37	16.70	25.57	23.74	26.25
Professional specialty .....	24.19	—	24.89	26.54	24.35
Technical .....	25.01	—	28.38	16.01	35.60
Executive, administrative, and managerial .....	29.86	29.25	30.01	32.99	27.52
Sales .....	19.27	14.86	20.29	23.27	16.83
Administrative support, including clerical .....	13.25	13.80	13.17	13.05	13.28
<b>Blue collar</b> .....	13.35	13.71	13.18	12.62	13.83
Precision production, craft, and repair .....	18.34	17.26	19.68	16.81	22.58
Machine operators, assemblers, and inspectors .....	11.94	11.22	12.21	11.11	—
Transportation and material moving .....	13.72	10.32	14.15	16.02	12.76
Handlers, equipment cleaners, helpers, and laborers .....	9.80	9.88	9.77	9.75	9.79
<b>Service</b> .....	7.91	7.41	8.30	7.92	8.74
	Relative error <sup>4</sup> (percent)				
<b>All occupations</b> .....	3.8	6.9	4.8	8.5	6.1
All excluding sales .....	3.4	5.9	4.8	6.9	6.5
<b>White collar</b> .....	3.4	9.3	3.8	8.9	3.9
White-collar excluding sales .....	3.8	10.4	4.4	9.2	4.3
Professional specialty and technical .....	5.5	14.3	5.5	5.0	6.7
Professional specialty .....	4.2	—	3.8	8.9	4.0
Technical .....	19.7	—	24.8	1.5	27.8
Executive, administrative, and managerial .....	5.5	18.3	7.9	13.4	4.8
Sales .....	22.6	25.4	23.8	39.4	3.9
Administrative support, including clerical .....	2.5	9.6	3.3	4.0	4.4
<b>Blue collar</b> .....	4.2	5.4	5.1	3.5	9.3
Precision production, craft, and repair .....	6.4	6.2	9.3	11.5	9.6
Machine operators, assemblers, and inspectors .....	3.6	18.1	5.7	14.5	—
Transportation and material moving .....	8.0	6.6	9.8	3.5	14.4
Handlers, equipment cleaners, helpers, and laborers .....	4.5	6.2	5.4	6.2	9.4
<b>Service</b> .....	3.3	3.3	4.9	3.3	10.4

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

<sup>3</sup> Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.